

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## NIFA

**For 3rd Quarter 2011 for period ending June 30, 2011**

| Complaint Activity   | Comparative Data          |      |      |      |      | 2011Thru06-30 |  |
|--|---------------------------|------|------|------|------|---------------|--|
|  | Previous Fiscal Year Data |      |      |      |      |               |  |
|  | 2006                      | 2007 | 2008 | 2009 | 2010 |               |  |
| Number of Complaints Filed   | 2                         | 3    | 2    | 0    | 0    | 2             |  |
| Number of Complainants   | 2                         | 3    | 2    | 0    | 0    | 2             |  |
| Repeat Filers  | 0                         | 0    | 0    | 0    | 0    | 0             |  |
| Complaints by Basis  | Comparative Data          |      |      |      |      | 2011Thru06-30 |  |
|  | Previous Fiscal Year Data |      |      |      |      |               |  |
|  | 2006                      | 2007 | 2008 | 2009 | 2010 |               |  |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |  |
| Race   | 2                         | 3    | 1    | 0    | 0    | 1             |  |
| Color  | 0                         | 0    | 0    | 0    | 0    | 0             |  |
| Religion   | 0                         | 0    | 0    | 0    | 0    | 0             |  |
| Reprisal   | 1                         | 0    | 2    | 0    | 0    | 0             |  |
| Sex  | 0                         | 1    | 1    | 0    | 0    | 0             |  |
| National Origin  | 0                         | 0    | 0    | 0    | 0    | 0             |  |

|  |   |                                  |      |      |      |                      |
|--|---|----------------------------------|------|------|------|----------------------|
| Equal Pay Act  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Age  | 0 | 2                                | 0    | 0    | 0    | 0                    |
| Disability   | 0 | 1                                | 0    | 0    | 0    | 0                    |
| Non-EEO  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| <b>Complaints by Issue</b>   |   | <b>Comparative Data</b>          |      |      |      |                      |
|  |   | <b>Previous Fiscal Year Data</b> |      |      |      | <b>2011Thru06-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |   | 2006                             | 2007 | 2008 | 2009 | 2010                 |
| Appointment/Hire   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Assignment of Duties   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Awards   | 1 | 0                                | 0    | 0    | 0    | 0                    |
| Conversion to Full-time  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| <b>Disciplinary Action</b>   |   |                                  |      |      |      |                      |
| Demotion   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Reprimand  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Suspension   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Removal  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Other  | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Duty Hours   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Evaluation Appraisal   | 2 | 0                                | 0    | 0    | 0    | 0                    |
| Examination/Test   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| <b>Harassment</b>  |   |                                  |      |      |      |                      |
| Non-Sexual   | 1 | 2                                | 2    | 0    | 0    | 1                    |
| Sexual   | 0 | 0                                | 0    | 0    | 0    | 0                    |
| Medical Examination  | 0 | 0                                | 0    | 0    | 0    | 0                    |



|   |                                  |             |             |             |             |                        |   |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|------------------------|---|---|---|---|
| Average number of days in investigation   | 0                                | 222.67      | 227.00      | 162.00      | 0           | 0                      |   |   |   |   |
| Average number of days in final action  | 1,197.50                         | 78.00       | 248.00      | 1,025.50    | 0           | 0                      |   |   |   |   |
| <b>Complaints Dismissed by Agency</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2011 Thru 06-30</b> |   |   |   |   |
|   | <b>2006</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |                        |   |   |   |   |
| Total Complaints Dismissed by Agency  | 0                                | 0           | 0           | 0           | 0           | 0                      |   |   |   |   |
| Average days pending prior to dismissal   | 0                                | 0           | 0           | 0           | 0           | 0                      |   |   |   |   |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |             |             |             |             |                        |   |   |   |   |
| Total Complaints Withdrawn by Complainants  | 0                                | 0           | 1           | 0           | 0           | 0                      |   |   |   |   |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |             |             |             |             |                        |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2011 Thru 06-30</b> |   |   |   |   |
|   | <b>2006</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |                        |   |   |   |   |
|   | #                                | %           | #           | %           | #           | %                      | # | % | # | % |
| Total Number Findings   | 0                                |             | 0           |             | 0           |                        | 0 |   | 0 |   |
| Without Hearing   | 0                                | 0           | 0           | 0           | 0           | 0                      | 0 | 0 | 0 | 0 |
| With Hearing  | 0                                | 0           | 0           | 0           | 0           | 0                      | 0 | 0 | 0 | 0 |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2011 Thru 06-30</b> |   |   |   |   |
|   | <b>2006</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |                        |   |   |   |   |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | #                                | %           | #           | %           | #           | %                      | # | % | # | % |
|   |                                  |             |             |             |             |                        |   |   |   |   |
| <b>Total Number Findings</b>  | 0                                |             | 0           |             | 0           |                        | 0 |   | 0 |   |











|   |   |                                  |             |             |             |             |                      |   |   |   |   |   |
|---|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|
| Time and Attendance   | 0 | 0                                | 0           | 0           | 0           | 0           | 0                    | 0 | 0 | 0 | 0 | 0 |
| Training  | 0 | 0                                | 0           | 0           | 0           | 0           | 0                    | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined  | 0 | 0                                | 0           | 0           | 0           | 0           | 0                    | 0 | 0 | 0 | 0 | 0 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  |   | <b>Comparative Data</b>          |             |             |             |             |                      |   |   |   |   |   |
|   |   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2011Thru06-30</b> |   |   |   |   |   |
|   |   | <b>2006</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 5 | 3                                | 4           | 3           | 0           |             | 0                    |   |   |   |   |   |
| Total Complainants  | 4 | 3                                | 4           | 3           | 0           |             | 0                    |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |   |                                  |             |             |             |             |                      |   |   |   |   |   |
| Investigation   | 0 | 0                                | 0           | 0           | 0           |             | 0                    |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0 | 0                                | 0           | 0           | 0           |             | 0                    |   |   |   |   |   |
| Hearing   | 0 | 0                                | 0           | 0           | 0           |             | 0                    |   |   |   |   |   |
| Final Agency Action   | 1 | 1                                | 1           | 0           | 0           |             | 0                    |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 0 | 0                                | 0           | 0           | 0           |             | 0                    |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     |   | <b>Comparative Data</b>          |             |             |             |             |                      |   |   |   |   |   |
|   |   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2011Thru06-30</b> |   |   |   |   |   |
|   |   | <b>2006</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0                                | 0           | 0           | 0           |             | 1                    |   |   |   |   |   |